

**DIVISION OF**  
**HUMAN RESOURCES,**  
**DIVERSITY AND INCLUSION**

**2023-2024**  
**ANNUAL REPORT**

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The 2023-24 Annual Report for the Division of Human Resources, Diversity & Inclusion at Cal State Fullerton highlights services and accomplishments achieved within the 2023-24 fiscal year. Developed, edited, and designed by Wendy Gillroy. Content and editorial assistance from the HRDI Leadership Team and HRDI staff. Photography by Matt Gush, Strategic Communications and HRDI staff. Thank you to the many individuals who contributed to the development of this report and to our campus community partners for your support. For the latest updates from the Division of HRDI, visit our website at [hr.fullerton.edu](http://hr.fullerton.edu).



Forbes ranks Cal State Fullerton as one of the Top 500 Best Employers for Diversity in the country in 2024 for its efforts to promote diversity, equity and inclusion in the workplace.

The Forbes seventh annual list created with market research firm Statista elevates CSUF to No. 283 from its No. 425 rank in 2023.



Scan or click  
the code for  
more information

*“I’m proud of Cal State Fullerton for being recognized for our DEI initiatives. It shows our unwavering commitment to not just an inclusive place to learn but to work as well.”*

- Cecil Chik,  
Assistant Vice President and Chief Diversity Officer  
Diversity, Equity and Inclusion Programs

# About Human Resources, Diversity and Inclusion (HRDI)

We are a division that is committed to the mission of serving a multicultural, diverse community. Our highly qualified team of professionals is focused on providing human resource services and supports the University's goal to recruit and retain a high-quality and diverse faculty and staff.

## OUR VALUES



**PEOPLE FIRST**  
contributing to a community of belonging;



**INCLUSION**  
embracing and welcoming diversity;



**INTEGRITY**  
with the aim of honesty and trustworthiness in all interactions;



**DILIGENCE**  
with careful and consistent effort;



**INNOVATION**  
introducing original and creative thinking; and



**COLLABORATION**  
creating better solutions together than we could alone.

## OUR VISION

The vision of the Human Resources, Diversity and Inclusion (HRDI) Division is to empower the CSUF community through excellent and innovative service.

## OUR MISSION

HRDI's mission is to deliver valuable services to create an environment where a diverse community thrives.

## EMPLOYEE VALUE STATEMENT

At Cal State Fullerton, we take immense pride in our campus, where every employee is driven by a shared purpose: to transform lives through the power of education. We are committed to fostering an exceptional employee experience where you will be a catalyst for change.



Scan or click the code for more information on HRDI.



# Message From the Vice President

Titan Community,

The 2023-2024 Annual Report for the Division of Human Resources, Diversity and Inclusion (HRDI) highlights our significant progress in advancing human resources, diversity, equity, and inclusion at California State University, Fullerton (CSUF).

Our mission is to create an inclusive, supportive, and thriving environment for every employee in our Titan community. This year, we focused on recruitment, retention, professional development, and well-being. Key initiatives included enhanced onboarding, enriched recruitments, leadership development programs, and expanded self-care and mental health resources.

Diversity and inclusion remain central to our efforts. We launched initiatives aimed at recruiting and retaining diverse talent across the university. The Inclusion Champion Certificate Program (ICCP) empowered hundreds of faculty and staff, and the Leadership Excellence and Development (LEAD) Program provided crucial support to leaders at all levels, creating a more diverse leadership pipeline.

Fostering a culture of belonging has been and continues to be priority. Through listening sessions, open forums, and affinity group gatherings, we have ensured that our policies reflect the diverse perspectives of our community, thereby strengthening collaboration and shaping a more inclusive decision-making process.

I extend my sincere thanks to each of you for your dedication to making CSUF a welcoming and inclusive community. Your collective efforts have earned us a place on Forbes' 2024 list of Best Employers for Diversity, and I look forward to all we will achieve together in the coming year.

Warm regards,



Phenicia McCullough

Vice President

Human Resources, Diversity and Inclusion



# HRDI's 10th Anniversary



## CELEBRATING THE FIRST DECADE

Human Resources, Diversity and Inclusion (HRDI) is proud to celebrate 10 years of impact. As the first division of its kind in the California State University system, HRDI was built on a foundation of change and innovation, redefining the traditional HR role. Over the past decade, we have grown into a strategic partner for our community, leading with a broader, more inclusive vision.

Founded by Dr. Mildred García, who is currently serving as the CSU Chancellor, HRDI was created to move beyond transactional HR services, focusing on people first. Diversity, equity, and inclusion are at the core of everything we do, and we are dedicated to creating an environment where everyone can thrive.

Through integrated human resource programs, we provide valuable information, tools, and services while celebrating the unique differences that enrich our Titan community. Our commitment to inclusiveness aligns with the university's goal to be recognized as the premier comprehensive university, preparing our diverse student body for academic and professional success.

We prioritize human connections and are committed to supporting faculty, staff, students, and applicants with their employment-related needs. We also promote a healthy work-life balance through resources like our Employee Assistance Program (EAP). By advancing the university's mission with innovative solutions and a standard of excellence, we look forward to continuing our partnership with you. Thank you to everyone who joined us in celebrating this milestone at the HRDI Open House!



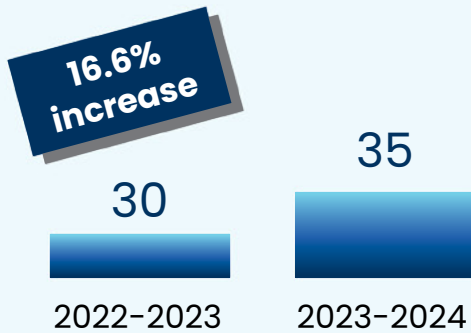


# Serving Our Campus: A Snapshot

## ACADEMIC HR SERVICES

**3,227** Offers for mass-hire employees (part-time lecturers, academic student employees and student assistants processed).

**35** Tenure Track Faculty successfully hired.

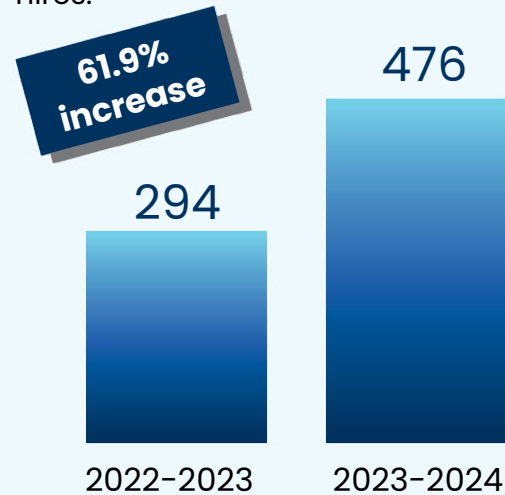


## COMPENSATION SERVICES

**1,705** Compensation actions such as salary analysis, reorganizations, in-range progressions, classifications, and more.

## RECRUITMENT

**476** Completed staff and management hires.



## PAYROLL SERVICES

Payroll Services enters transactions into the Personnel/Payroll Information Management System (PIMS) for employees, covering scenarios such as onboarding, retirements, and paycheck processing for faculty, staff, and students.

In 2024, Payroll Services processed campuswide merit increases for all bargaining units, the largest merit increases in CSUF history.

**23,180** Student transactions keyed.

**34,032** Employee Action Request transactions/Student Payroll Action.

**187,586** Common Human Resources System (CHRS) transactions such as employee payroll, absence management, and job data, and merit increases.

**244,798** Overall total payroll transactions (both PIMS and CHRS).

**212** Quick Hires/Temporary Appointments.

## RISK MANAGEMENT

**786** Volunteer forms processed.

**203** Cayuse proposals reviewed.

**778** Travelers assisted with international travel in **63** countries.

**762** Fee waivers processed.

100% compliance with Conflict of Interest training completion.

# Employees at a Glance

**6.7%**

INCREASE  
from 2023

**4,252**

**Total number of  
CSUF Employees**

(Faculty, staff & administration)

**14.2%**

INCREASE  
from 2023

**2,407**

**Total number of  
student employees**

(Including GA, TA, SA, & ISA\*)

**11.3%**

Increase  
from 2023

**37,122**

**Total years of service for  
all CSUF employees**

(Faculty and staff)

**8.73**

**Average years of service  
for CSUF employees**

**10%**

**GAs & TAs from 23/24 AY  
return to service the CSUF  
community as faculty.**

**4.4%**

INCREASE  
from 2023

**212**

**Total number of  
CSUF new hires**

(Faculty, staff & administration)

**3.8%**

INCREASE  
from 2023

**90%**

**Retention rate**

(Full-time faculty, temp-faculty,  
and staff)



Scan or click the code for more detailed employee data on demographics, gender, and more via the Office of Institutional Effectiveness and Planning (OIEP) website.

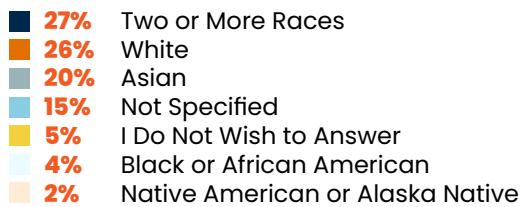
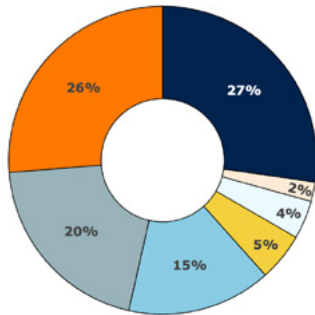
\*Graduate Assistants, Teaching Associates, Student Assistants, and Instructional Student Assistants.  
This data does not include ASC and ASI employees.

# Faculty Data

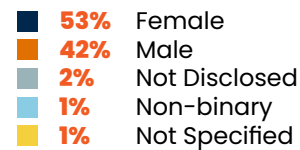
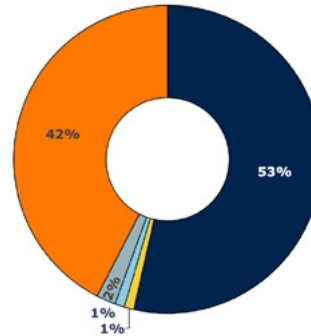
HRDI is committed to serving our campus and to the recruitment, hiring and retention of a diverse workforce – faculty, administrators, and staff. We believe it is essential to the university’s pursuit of continued excellence and keeping true to our core mission and values.

## Applicant Demographics

Race/Ethnicity

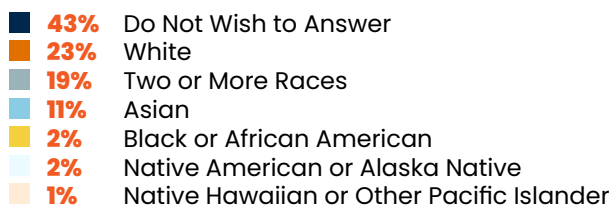
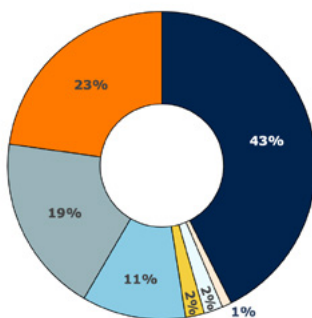


Gender

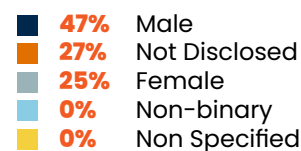
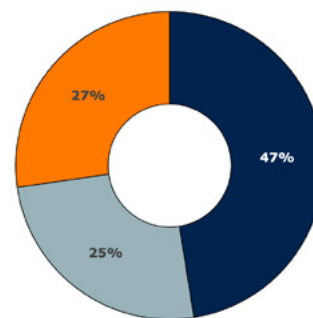


## Hire Demographics

Race/Ethnicity



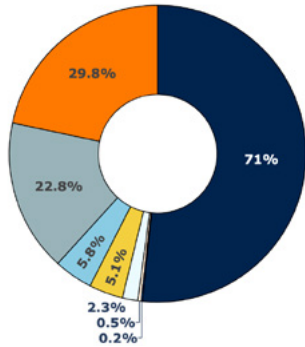
Gender



• Based on Federal reporting guidelines, race, ethnicity, and nationality are reported separately so employees appear multiple times in the raw number count. Therefore, totals will not match number of appointments.

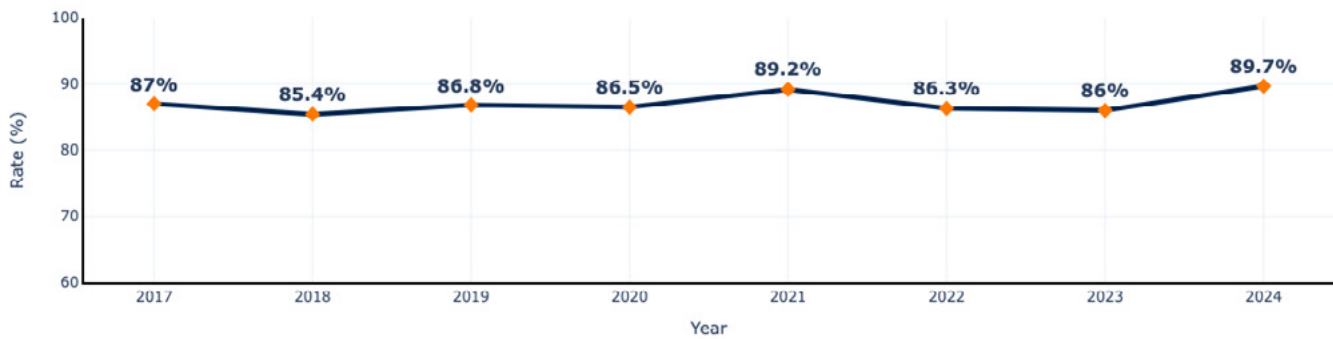
# Faculty Data

## Faculty Ethnicity

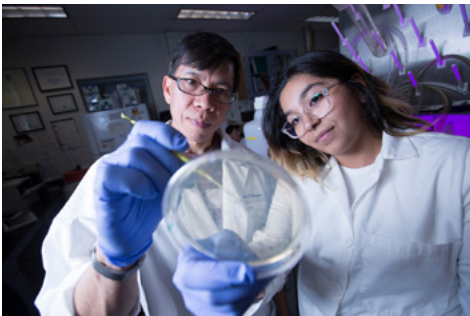


71.0%	White
29.8%	Asian
22.8%	Hispanic/Latino
5.8%	Black/African American
5.1%	Not Specified
2.3%	Two or More Ethnicities/Race
.5%	American Indian/Alaska Native
.2%	Native Hawaiian/Other Pacific Islander

## 8 Year Faculty Retention Rates



Rates from 2017 to 2021 have remained stable overall, with a peak of 89.2% during the pandemic in 2021. The steady rising retention since 2022, reached 89.7% in 2024. This reflects the success of our continued efforts to support and retain faculty on our campus.



## JOIN US

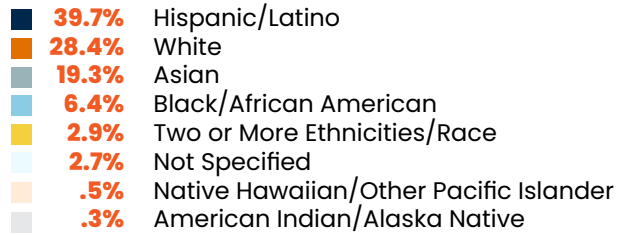
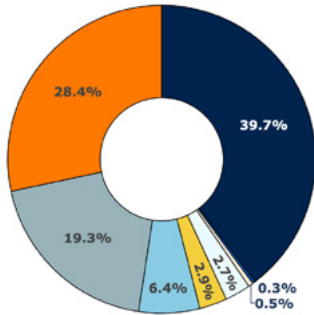
Join the Titan community. Scan or click the QR code to see available positions.



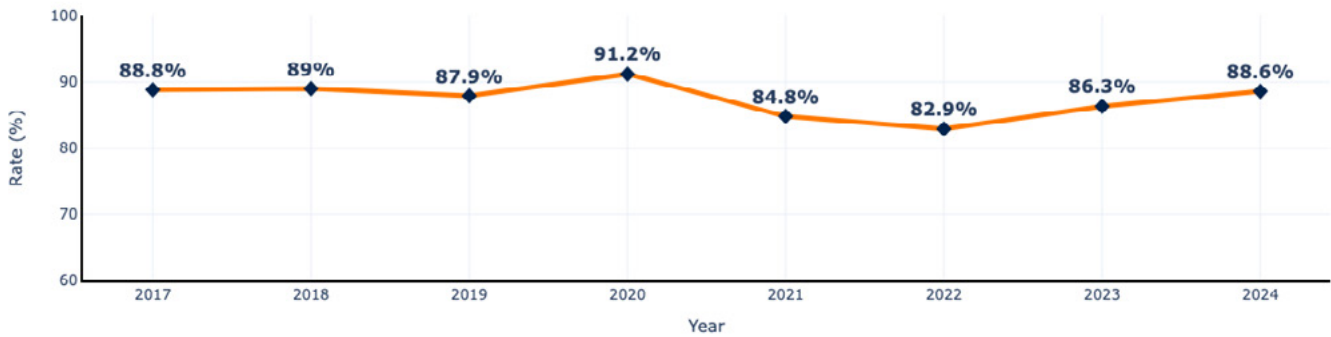
- Based on Federal reporting guidelines, race, ethnicity, and nationality are reported separately so employees appear multiple times in the raw number count. Therefore, totals will not match number of appointments.

# Staff Data

## Staff Ethnicity



## 8 Year Staff Retention Rates



Retention from 2017 to 2020, reached 91.2%. There was a slight dip in 2022, however, retention levels have rebounded to 88.6% by 2024, reflecting successful efforts to retain staff.

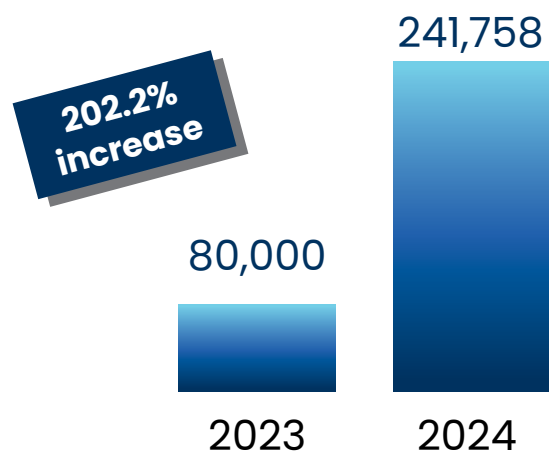
- Based on Federal reporting guidelines, race, ethnicity, and nationality are reported separately so employees appear multiple times in the raw number count. Therefore, totals will not match number of appointments.



# Payroll and Data Services

Payroll and Data Services achieved a record high transaction volume and successfully implemented a new Human Resources system. These transactions encompassed a broad spectrum of services, including collective bargaining agreement salary increases, student employment processes, retirement and sabbatical management, range elevations, new faculty and staff appointments, stipends, disability services, and more.

- Payroll and Data Services responded to feedback received by the campus community and enhanced forms and streamlined business processes to improve the effectiveness and efficiency of department operations.
- Enhanced payroll action forms can be accessed via the portal, Adobe Experience Manager (AEM):
  - Created new Smartsheet MPP Student Approval form.
  - Revised Cal Employee Connect (CEC) instructions to feature new Employee Action Request (EAR) and Direct Deposit features.
  - Implemented a paperless system for faculty appointments and revisions through the Temporary Academic Employment (TAE) module, and eliminated the Faculty Action Request (FAR) forms and the use of Time Base Change forms.



Payroll and Data Services keyed a record **241,758** payroll transactions in 2023-2024.



# Departments

The Division of Human Resources, Diversity and Inclusion (HRDI) provides California State University, Fullerton (CSUF) with services that foster a positive work environment that includes diverse teams of faculty and staff that fully support our university's mission of student success.

HRDI departments highlighting contributions to the university's mission and strategic goals:

**Academic Human Resource Services (AHRS) and Student Employment** oversee the management of appointments and compensation for a diverse group of employees, encompassing tenured, tenure-track, and temporary faculty, as well as academic student employees and student assistants. AHRS handles key processes, including salary increase programs, department chair appointments, and faculty retirement programs such as the Faculty Early Retirement Program (FERP) and Pre-Retirement Reduction in Time Base (PRTB). AHRS recruits and retains high-quality and diverse academic faculty and student employees by supporting their professional and personal growth. This strategic approach enhances the university's academic environment and contributes to the development of a diverse student pipeline prepared for success in the workplace.

**Compensation and Classification Services** is dedicated to developing and maintaining fair and competitive compensation structures for staff and management employees, ensuring that those employees are equitably classified based on their job duties and [collective bargaining agreements](#). The unit conducts regular market analyses to ensure salaries are aligned with state regulations and CSU standards. By doing so, Compensation and Classification Services plays a critical role in attracting, retaining, and motivating top talent, ensuring that compensation practices are equitable and competitive within the higher education sector.

**Discrimination, Harassment, and Retaliation (DHR)** is committed to creating a safe, respectful, and inclusive environment. DHR's primary goal is to prevent and address incidents of discrimination, harassment, and retaliation. The office develops and enforces policies, conducts thorough investigations, and ensures compliance with relevant laws and university regulations. Additionally, DHR provides training and education programs which promote a respectful campus culture and inclusive and supportive environment.

**Diversity, Inclusion, and Equity Programs (DIEP)** is dedicated to developing and supporting practices, programming, and policies that promote inclusivity, equity, and civility across the campus community. These programs are designed to integrate diversity and inclusion into all aspects of university life, with the goal that every faculty, staff and student will feel valued and respected. DIEP's efforts are vital in creating a culture where diversity is celebrated, and equity is a fundamental principle.

**Diversity Initiatives and Resource Centers (DIRC)** supports students by creating communities that foster a sense of belonging and engagement for CSUF students. These centers provide opportunities for self-discovery and critical inquiry while serving as hubs for resources in inclusive and affirming spaces. DIRC also empowers, educates, and activates students in areas such as social justice, equity, and anti-racism, playing a significant role in shaping a progressive and inclusive campus environment.

# Departments

**Engagement and Learning** offers opportunities for personal and professional development through training, resources, and community-building activities. These initiatives create a sense of belonging and support continuous education, which are essential for both personal growth and organizational development.

**Labor and Employee Relations** interprets and administers collective bargaining agreements and ensures compliance with CSU and university policies. Labor and Employee Relations oversees the performance evaluation process, addresses grievances, and investigates workplace misconduct. Through positive labor relations and a commitment to fair treatment, this department fosters to a harmonious and productive work environment.

**Payroll and Data Services** ensures the accuracy and timeliness of employee payments and manages employment-related data. The department supports the campus by providing vital data and information related to employment processes, ensuring that all payroll activities are handled efficiently, timely, and accurately.

**Risk Management and Compliance** oversees claims and litigation, manages faculty and staff visas and permanent residency, and administers insurance and risk programs. Additionally, this unit oversees foreign and domestic travel, volunteer programs, fee waivers, and compliance with the Clery Act, ensuring that the university operates within legal and regulatory frameworks while minimizing risk.

**Talent Acquisition and Recruitment** ensures that CSUF continues to employ high-qualified staff and administrators through effective and equitable recruitment strategies, which are critical for maintaining the university's standards of excellence. By recruiting a talented and resourceful workforce whose personal and professional development aligns with the university's goals, Talent Acquisition strengthens our campus community's retention and belonging.

**Total Wellness** administers Americans with Disability Act (ADA) Accommodations, Benefits, and Workers' Compensation. The team assists university employees with accessing a range of benefits packages that are flexible and comprehensive. Programs are designed to improve employee health and overall well-being, by encompassing emotional, financial, intellectual, occupational, and physical wellness. The department provides direct support to employees and their families through the Employee Assistance Program (EAP). Additionally, Total Wellness provides retirement services, including consultations and information on CalPERS and other retirement savings programs, ensuring employees are well-prepared for their retirement years.

# Commission on Equity, Inclusion & Social Justice

## *New to HRDI in 2024*

Since its formation in October 2023, Cal State Fullerton's Commission on Equity, Inclusion & Social Justice (CEISJ) has made significant strides. Through the analysis of campus climate survey data, we identified key priorities in diversity, equity, and inclusion (DEI). In December, we honed in on three critical DEI themes and corresponding priorities with the aim of enhancing retention. Throughout Spring 2024, we solicited campus-wide feedback to refine our approach, resulting in three goals to propel our DEI Action Plan forward.

### **Accomplishments AY 2023–2024**

- October 2023: Formation of CEISJ and review of campus climate data.
- November and December 2023: Data sessions for in-depth analysis of campus climate data.
- December 2023: Collection of DEI action priorities from CEISJ members; identification of three DEI themes: Engagement, Inclusion, and Accountability.
- March 2024: Voting on DEI themes and priorities, with a total of 731 votes cast.
- Breakdown of votes:
  - Accountability: 189
  - Engagement: 274
  - Inclusion: 268
- March 2024: Campus Open Forums garner 55 Qualtrics responses/votes.
- April 2024: Selection of top 3 DEI goals based on votes:
  - Building an Inclusive & Accessible Culture for Titans with Disabilities.
  - Building Campus Community & Identity-Based Community.
  - Addressing Biases.

### **Next Steps**

- June - August 2024: Summer workgroup formation comprising 3 subcommittees based on the top 3 DEI actions.
- June 2024: Initial summer workgroup meeting.
- July 2024: Subcommittee work to discuss and identify objectives, strategies, and success indicators.
- August 2024: Finalization of objectives, strategies, and success indicators.
- Fall 2024: Roadshow to unveil the DEI Action Plan.

# Diversity and Inclusion Leadership Academy

*Enhanced for 2024*

The Diversity and Inclusion Leadership Academy (DILA) is a prestigious program designed to equip Titan leaders with the necessary skills and knowledge to excel as inclusive leaders in their pursuit of an equitable community. DILA was redesigned in 2023 to enhance the curriculum and improve the learning objectives of the academy. As part of the redesign, participants were selected by their division's Vice President instead of through an application process. DILA offers a unique opportunity to engage with diversity and inclusion concepts, learn from seasoned experts, and connect with a network of like-minded professionals. Participants also benefit from a one-on-one coaching session with Dr. Ding-Jo Currie, the Director of the Leadership Institute for Tomorrow (LIFT).

DILA was restructured around five key learning objectives:

1. Understanding intersectionality.
2. Committing to social transformation.
3. Developing inclusive leadership behaviors.
4. Designing inclusive policies.
5. Navigating cultural differences effectively.

The program includes five learning modules and subsequent dialogue sessions, totaling 15 hours over the year.



The schedule includes sessions on:

- Intersectionality Appreciation.
- Critical Consciousness.
- Inclusive Leadership.
- Creating Inclusive Environments.
- Communicating Across Differences.

DILA participants are also required to attend the CSUF Annual Inclusive Leadership Symposium in June. Participation in all sessions is required for successful completion. DILA aims to enhance participant professional development while promoting inclusive practices at CSUF and beyond. A 20-participant cohort began the redesigned DILA experience in February 2024. A comprehensive assessment of the redesigned DILA will be completed in January 2025 after the conclusion of the current DILA cohort.

For more information, visit the [DILA webpage](#).

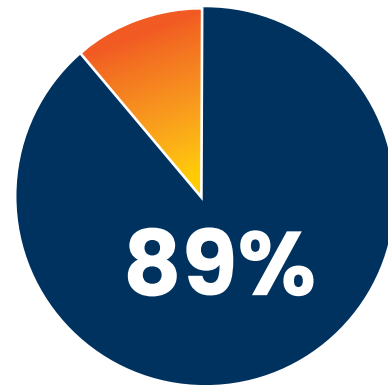
# Leadership Excellence and Development (LEAD)

## New to HRDI in 2024



The Leadership Excellence and Development (LEAD) program is a transformative and comprehensive leadership development initiative designed to empower and nurture the potential of managers at Cal State Fullerton. The program aims to equip Titan managers with the essential skills, knowledge, and mindset needed to excel in leadership roles and make a positive impact in their workplaces. 135 Management Personnel Plan (MPP) participants completed the LEAD Program between June 2023 and June 2024. This represented 45% of all MPP employees at CSUF.

89% of respondents agreed that the information provided during the LEAD Program enhanced their ability to be an effective manager and leader at Cal State Fullerton.



“

“I liked the discussion about drivers of employee engagement. The examples offered were great reconsiderations of what other departments are currently doing and how they could be realigned for my specific area. I also really appreciated the talent acquisition/hiring portion. It helped demystify some of the processes that hadn't been explained to me by my manager.”

”



# Diversity Initiatives and Resource Centers

## New to HRDI in 2024

Diversity Initiatives and Resource Centers (DIRC) is home to eight identity-based resource centers. Located on the first floor of the Pollak Library south (PLS 170 & 180), each center offers students an inclusive space to be their authentic selves, co-curricular engagement opportunities for students to develop deeper understanding of their identities and those of others, as well as resources to support their academic and personal success. Students of all identities are welcome in all spaces.



**African American Resource Center**



**Asian Pacific American Resource Center**



**Latinx Community Resource Center**



**Losquadro Keller LGBTQ Resource Center**



**Native American and Indigenous Resource Center**



**South West Asian North African Resource Center**



**Titan Dreamers Resource Center**



**Women's Resource Center**



# Student Employee Workshops

## New to HRDI in 2024

Student Employment provides a pathway to gaining valuable professional experience, building networks, and laying the foundation for future career growth.

Hiring Student Assistants in various positions across campus offers students the opportunity to explore various campus work environments that align with their personal interests and strengths. These roles allow students to cultivate essential workplace skills such as teamwork, communication, punctuality, and customer service, all while making meaningful contributions to the campus community.

To promote student success, Student Employment provides workshops throughout the academic year on topics like understanding paychecks and strategies for a successful employment experience. Additionally, supervisors and leads can benefit from specialized workshops, focused on effectively managing student employees.

For more information, please contact [studentemployment@fullerton.edu](mailto:studentemployment@fullerton.edu).

**TIPS FOR SUCCESSFUL STUDENT EMPLOYMENT EXPERIENCES FOR STUDENT ASSISTANTS**  
Fall 2024

Come find out how you can learn job skills and people skills that will support your success in your life and career.

Date	Time	Location
September 18th	2pm - 3pm	Zoom ID: 824
September 20th	2pm - 3pm	Zoom ID: 824
October 18th	2pm - 3pm	Zoom ID: 824
October 25th	2pm - 3pm	Zoom ID: 824
November 8th	2pm - 3pm	Zoom ID: 824
November 22nd	2pm - 3pm	Zoom ID: 824
December 6th	2pm - 3pm	Zoom ID: 824

If you have any questions feel free to reach out to [studentemployment@fullerton.edu](mailto:studentemployment@fullerton.edu)

**TIPS FOR SUCCESSFUL STUDENT EMPLOYMENT EXPERIENCES FOR SUPERVISOR/LEADS**  
Fall 2024

Come learn about effectively teaching Assistants to be successful employees, addressing issues, and important compliance.

Date	Time	Location
September 3rd	2pm - 3pm	Zoom ID: 824
September 17th	2pm - 3pm	Zoom ID: 824
October 8th	2pm - 3pm	Zoom ID: 824
October 29th	2pm - 3pm	Zoom ID: 824
November 5th	2pm - 3pm	Zoom ID: 824
November 19th	2pm - 3pm	Zoom ID: 824
December 3rd	2pm - 3pm	Zoom ID: 824
December 10th	2pm - 3pm	Zoom ID: 824

If you have any questions feel free to reach out to [studentemployment@fullerton.edu](mailto:studentemployment@fullerton.edu)

**Types of Student Employees**  
Fall 2024

Want to learn more about the types of Student Employees? Attend a session to get your questions answered!

Date	Time	Location
September 9th	11am - 12pm	Zoom ID: 819 2783 2616
September 15th	10am - 11am	Zoom ID: 819 2783 2616
September 19th	11am - 12pm	Zoom ID: 819 2783 2616
October 4th	11am - 12pm	Zoom ID: 819 2783 2616
October 14th	10am - 11am	Zoom ID: 819 2783 2616
November 7th	10am - 11am	Zoom ID: 819 2783 2616
November 15th	2pm - 3pm	Zoom ID: 819 2783 2616
December 9th	2pm - 3pm	Zoom ID: 819 2783 2616

If you have any questions feel free to reach out to [studentemployment@fullerton.edu](mailto:studentemployment@fullerton.edu)

**FULLERTON TITANS**

**Understanding Paychecks for Student Assistants**  
Fall 2024

Want to learn more about your paycheck? Attend a session to get your questions answered!

Date	Time	Location
September 5th	2pm - 3pm	Zoom ID: 819 2783 2616
September 26th	2pm - 3pm	Zoom ID: 819 2783 2616
October 21st	2pm - 3pm	Zoom ID: 819 2783 2616
November 13th	2pm - 3pm	Zoom ID: 819 2783 2616
November 21st	2pm - 3pm	Zoom ID: 819 2783 2616
December 4th	2pm - 3pm	Zoom ID: 819 2783 2616
December 12th	2pm - 3pm	Zoom ID: 819 2783 2616

If you have any questions feel free to reach out to [studentemployment@fullerton.edu](mailto:studentemployment@fullerton.edu)



Scan or click the code for more details on student employment.



# Student Assistant Appreciation Day

## *New to HRDI in 2024*

Academic Human Resources hosted a Student Assistant Appreciation Event to celebrate the outstanding contributions of our student workforce. Each year, CSUF employs more than 1,000 Student Assistants who play a crucial role in keeping our campus thriving, supporting a wide range of operations and activities.

These positions offer more than just employment—they provide hands-on learning experiences that equip our Titans with the skills and knowledge needed for success beyond graduation.

Thank you to all our Student Assistants for your dedication and hard work in advancing the university's mission and supporting the success of your fellow students. Your contributions make a lasting impact!



## **Student Appreciation Day** **April 2025**

We look forward to recognizing and celebrating the dedication and achievements of our students!





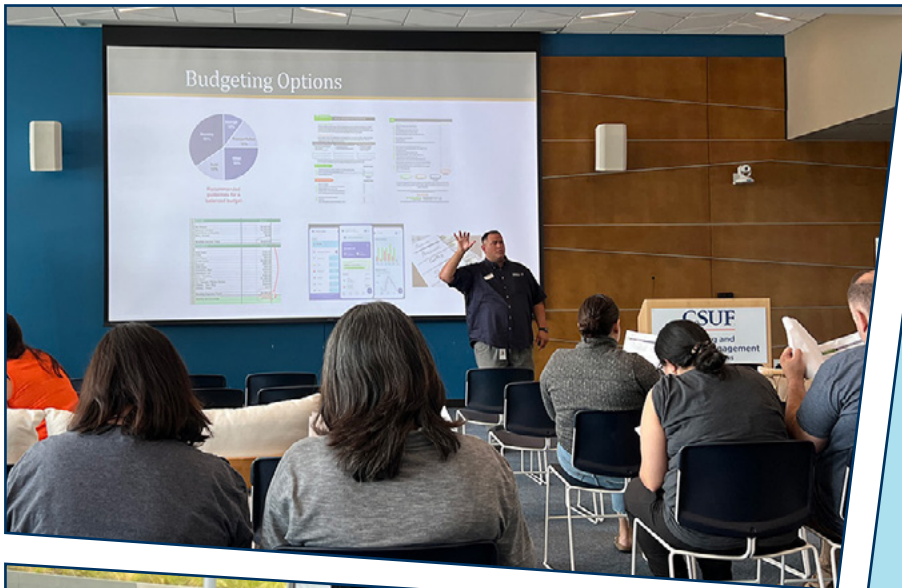
# Total Wellness Day

## EMPLOYEE SELF CARE

*New to HRDI in 2024*

Total Wellness hosted the inaugural Wellness Event, "Rise and Shine! A Morning Journey of Self-Care." The event was designed to support the overall health and well-being of our employees. The event focused on five key pillars: emotional, financial, intellectual, occupational, and physical wellness. This transformative experience allowed participants to learn, relax, recharge, and connect with colleagues in a supportive and uplifting environment.

Due to popular demand, the next Employee Self-care Day is scheduled on October 23 & 24, 2024.



*Save the Date...*

# Unwind

Your Body  
and Mind

[Register](#)

October 23rd & 24th  
9:00 am - 3:30 pm | CP-730

**CSUF**  
Total Wellness  
HUMAN RESOURCES  
DIVERSITY AND INCLUSION

A circular inset image showing a person in a white shirt receiving a massage from another person in a purple shirt.

# Diversity, Inclusion and Equity Programs

## DIVISION PROGRAMS

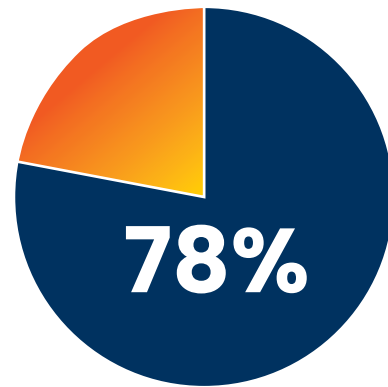
### Amplified



The Office of Diversity, Inclusion, and Equity Programs launched Amplified: CSUF's Common Listen Program in September 2023. Amplified is a proactive dialogue series leveraging the community power through podcasts. By facilitating open discussions on equity and social justice issues, Amplified aims to cultivate vital skills for engaging in conversations across diverse perspectives. Participants have the opportunity to explore the intersection of personal identity and social justice while fostering critical connections. Each month, a featured podcast prompts campus-wide dialogue, inviting individuals to join Amplified discussions, contribute to learning, and collectively strive for a more equitable and inclusive campus environment. Over the course of this academic year, Amplified held 10 programs total and engaged with 669 participants overall.

### 669 Participants

78% of respondents said they strongly or somewhat agree that their participation in Amplified enhanced their professional development and/or education.





# Diversity, Inclusion and Equity Programs

## DIVISION PROGRAMS

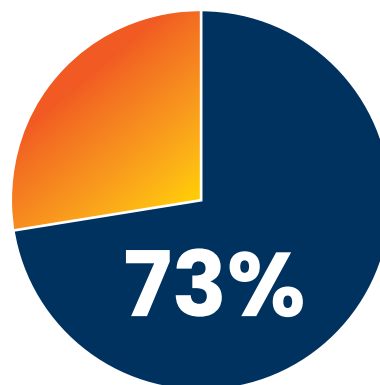
### Inclusive Leadership Symposium



The Inclusive Leadership Symposium (ILS) is an annual event, centered on a selected theme based on the keynote speaker’s background and expertise. Each year, the Office of Diversity, Inclusion, and Equity Programs hosts intentional training for participants in various leadership roles throughout the campus. The overall goal for this yearly symposium is to mold diversity-embracing, equity-minded, inclusive leaders.

In 2024, DIEP hosted the 6th annual ILS. Dr. Jason Shepard, Dean of the College of Communications, was this year’s keynote speaker and gave a talk titled, “Why Free Speech Matters for the Future of Public Universities.”

73% of respondents agreed that participation in ILS enhanced their understanding of the history of freedom of speech in public higher education.



“

“I learned about the historical context of freedom of speech policies in the U.S. and some of the criteria used to determine hate speech versus free speech.”

”

Follow DIEP on Instagram:



# Diversity, Inclusion and Equity Programs

## DIVISION PROGRAMS

### Inclusion Champion Certificate Program



The Inclusion Champion Certificate Program (ICCP) is a certificate program that all members of the CSUF community can participate in as a means to learn tools for becoming a 'Champion of Inclusion' on campus. ICCP courses, such as Diversity, Equity and Inclusion 101, Gender Identity and Pronoun Use, and Allyship 101, provide opportunities for self-reflection, increase cultural competency and awareness, and offer tangible application to participants' current campus roles. All participants who complete the required coursework are acknowledged at the annual ICCP Gala to celebrate their accomplishments and dedication to inclusion at CSUF.

“

“My experience in this workshop helped me see the difference between equity and equality and that privilege is given not earned, which really helps me understand the ways I am marginalized and the ways I am privileged.”

”

### Key Annual Highlights

**1,227**

Individual participations in ICCP courses during 2023-2024.

**80**

Overall certificate completions during 2023-2024. .

**64**

Total number of ICCP programs facilitated during 2023-2024.

**90%**

Agreed the program enhanced their professional development/education.



# Diversity, Inclusion and Equity Programs

## DIVISION PROGRAMS

### Faculty & Staff Associations



CSUF proudly supports our Faculty and Staff Associations (FSAs) recognizing their vital role in fostering an inclusive and diverse campus community. The Office of Diversity, Inclusion, and Equity Programs and Human Resources, Diversity & Inclusion recognizes these efforts by providing administrative backing, programming, and resources to the broader workforce.

**Asian American Pacific Islander Faculty & Staff Association**



**Black Faculty & Staff Association**



**Chicano/Latino Faculty & Staff Association**



**Jewish Faculty & Staff Association**

**Parents and Guardians Faculty & Staff Association**

**Pride Alliance**



**Researchers and Critical Educators**



**Veterans Staff & Faculty Association**



**Women's Faculty & Staff Association**



AAPIFSA board members at Beyond The Conversation with Ke Huy Quan in Fall 2023.





# Staff Development Center

## DIVISION PROGRAMS

### SDC Advisory Board:

The Staff Development Center (SDC) Advisory Board met throughout the year to address staff concerns, develop and launch the SDC Staff Recognition Form, refine the roles and selection process for board members, and plan StaffCon. Through the Staff Recognition Form, 59 staff were nominated for their contributions this year. Nominated staff were recognized in the Staff Spotlight section of the SDC newsletter, on the SDC website, at the StaffCon Staff Recognition Ceremony, and the University Awards Program (UAP). Staff received a framed award as well.



As of June 2024, the Staff Development Center engaged with a total of **2,293** CSUF community members.

### Outreach:

SDC implemented an outreach and visibility campaign to increase awareness of and engagement with the Staff Development Center. These efforts included:

- Distribution of the monthly SDC newsletter to 761 current subscribers.
- Tabled at Club 57 seven times to reach 73 CSUF staff members.
- Hosted “Donuts with the SDC” eight times to engage 282 employees.
- Greeted more than 150 employees during HRDI’s Open House event.

## MOVING SOON!

The SDC will be housed in a new campus location on the second floor above Titan Shops in late fall of 2024. This space will be nearly double its current size and will include a community space, a collaboration area, a 20-person training room, two cubicles, and an office. Feedback from the SDC Advisory Board informed the SDC’s new space planning process.

# Staff Development Center

## DIVISION PROGRAMS



The 2024 StaffCon was a full-day conference for CSUF Staff that featured keynote speaker Dr. Ijeoma C. Nwaogu, Ph.D (“Dr. IJ”), author of the book, “Overcoming Imposter Anxiety.” The event also included over 25 workshops on a range of personal and professional development topics.

**327** staff attendees

**25** workshops

**30** volunteers

**11** staff awardees

**3** division awards

*Save  
the  
Date!*

**StaffCon 2025  
February 18th  
Titan Student Union**





# Staff Development Center Programs



## Boost: A Lunchtime Discussion Series

Boost is a monthly lunchtime professional development discussion series that invites staff to view a short course video or TED Talk together and engage in discussion over lunch. Series topics included anti-racism and racial literacy, management and supervision, writing a resume, and lifting others while you climb.



## Hydration Challenge

The Hydration Challenge is a week-long wellness challenge hosted in partnership with Total Wellness. Participants are reminded to drink more water on a daily basis and informed about water-based foods.



## Ignite

SDC's gamified professional development program, Ignite, encourages and engages CSUF staff to invest in their growth and development.

- 185 staff registered.

Participating staff in Ignite reported **~1,124 hours** of professional and personal development activities (as of June 30, 2024).



## Meditate with me: a weekly wellness series

Meditate with me is a weekly meditation program offered at the Arboretum in the fall and on Zoom in the spring. This program is facilitated by Afsaneh Hamedani and is a partnership with the division of Information Technology and Total Wellness. Staff, faculty, and staff participants developed an awareness of the benefits of meditation and engaged in meaningful meditation.



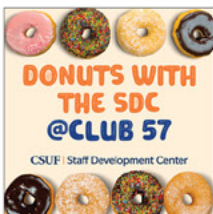
## Money Matters

Money Matters is a financial education series for staff in partnership with US Bank. Workshop topics included credit wellness, financial habits, retirement planning basics, homebuying, and setting financial SMART goals. CSUF staff participants increased awareness of foundational financial wellness strategies and built confidence in their financial wellness skills.



## Staff Leveraging Tech

The Staff Leveraging Tech series aims to help CSUF staff develop increased awareness of technology tools and explore their applications to build confidence. Workshop topics included ChatGPT, Discord app, and tips for digital accessibility. One participant shared, "The conversation [about ChatGPT] helped me brainstorm how I can use it in my work for program and policy creation."



## Donuts with SDC

Donuts with SDC is a fun and casual way for faculty and staff to connect and get the latest updates on SDC program while enjoying a sweet treat.

Follow SDC on Instagram:





# Total Wellness

## DIVISION PROGRAMS



Total Wellness supports university employees with comprehensive and flexible benefits packages designed to enhance and maintain their health and overall well-being, i.e. financial, emotional, physical, occupational, and intellectual wellness.

The Total Wellness office is responsible for benefits, leaves, retirement, workers' compensation, disability accommodations, the Employee Assistance Program (EAP), and wellness programs.

A total of **1,248** people participated in Total Wellness events.



### Total Wellness Highlights:

- Health Care Benefits – medical, dental, vision, and other voluntary plans.
- Leaves – includes family medical (FML), parental, personal, professional, and other leave types.
- Retirement – includes pension, 401 (k), 457 (b), and other retirement plans.
- Workers' Compensation – covers work related injuries and illnesses.
- Disability Accommodations (ADA) – assists with work place accommodations.
- Employee Assistance Program (EAP) – counseling, assistance, and training in many other resources.
- Employee Wellness – covering physical, emotional, financial, occupational, and intellectual areas.



# Total Wellness

## DIVISION PROGRAMS

### Workshops and services include:

- Being a Champion: Strategies for Getting Ahead
- Beneficiary Update Clinic
- Budgeting 101
- Building Self Esteem Through Positive Talk
- CalPERS Planning Your Retirement
- Communicating Cooperatively at Work
- Credit and Credit Scores
- Dental Cleaning by Jet Dental
- Employee Assistance Program (EAP) Sessions:
  - Conquering Time
  - Creating a Healthy Mind: Addressing Burnout
  - Identity Theft
  - Happy (Affordable Holidays)
  - Holiday Stress
  - Impact of Learning Styles in the Workplace
  - Living to Work, Working to Live
  - Overcoming Procrastination
  - Successful Single Parenting
  - Psychology of Spending
  - Strategies for Balanced Communication
  - Workplace Change
  - The Winter Blues
- Fidelity Savings and Investing
- Happy Affordable Holidays
- Health and Wellness Expo
- Retirement Application and Beyond
- Virtual Open Enrollment sessions

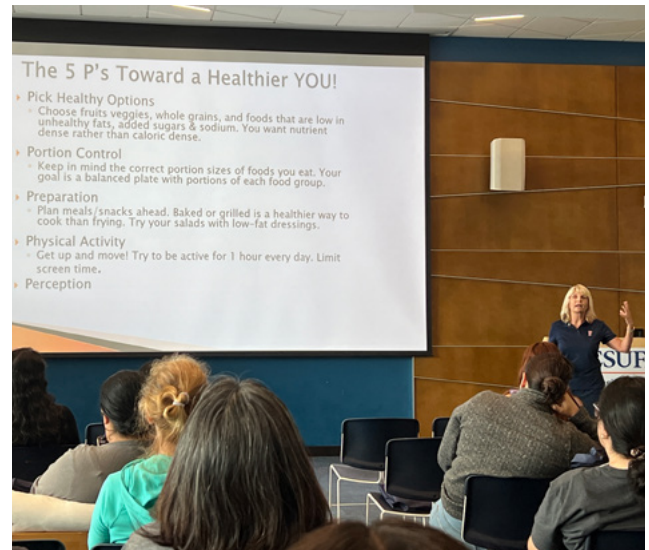


Scan or click the code for more details on Total Wellness programs.

Follow Total Wellness on Instagram:



@csuf\_totalwellness





# 2024 University Awards Program



The University Award Program (UAP) celebrates our Titan community as we recognize faculty and staff years of service milestones, earned degrees, and name the 2024 university award winners.



**1,200+**  
Attendees

**21**  
Award  
Winners





# 2024 UAP Award Winners

## Diversity Equity & Inclusion Award



Justine Budisantoso  
Alumni Engagement

## Diversity Equity & Inclusion Award - Titan Card Preferred Name Implementation Team -



Nat Betancourt  
Arellano  
Student Affairs



Cathy Barrad  
University Counsel



John Beisner  
HRDI



Cecil Chik  
HRDI



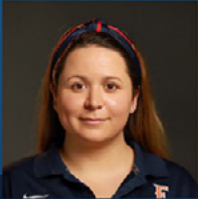
Tara Gallivan-  
Garcia  
HRDI



Shelley Hsu  
Academic Affairs



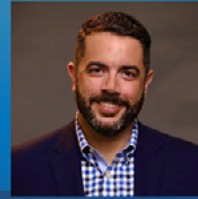
Joe Luzzi  
IT



Sahar Nia  
IT



Sharnette Underdue  
Student Affairs



Phillip Vasquez  
HRDI



Vincent Vigil  
Student Affairs



Scot Willey  
University Police  
Department

# 2024 UAP Award Winners Continued

## Teamwork & Collaboration Award - Grad Degree Audit -



Karolyn Lee  
Graduate Studies



Stephanie Nguyen  
Graduate Studies



Yessica Penate  
Graduate Studies



Susan Saikaly  
Graduate Studies

\*Not shown - Lyzette Hincó, IT and Abril Vega, Office of the Registrar

## Teamwork & Collaboration Award - Mobile Crisis Unit Creation Team -



Valerie Arribeno  
Student Health &  
Counseling



Myesha Dunn  
Student Health &  
Counseling



Anthony Frisbee  
University Police  
Department



Karla Perez  
Student Health &  
Counseling



Alexander Porter  
Administration &  
Finance



Jaime Sheehan  
Student Affairs



Kevin Thomas  
Student Health &  
Counseling



Vincent Vigil  
Student Affairs



Scott Willey  
University Police  
Department



# 2024 UAP Award Winners

## Titan of the Year



Elizabeth Morales  
College of Engineering and  
Computer Science

## Titan Excellence Award



Sampson Akwafuo  
College of Engineering and  
Computer Science



Taylor Gonzales  
Student Affairs



Elizabeth Morales  
College of Engineering and  
Computer Science



Scan or click for details  
for the UAP full program.

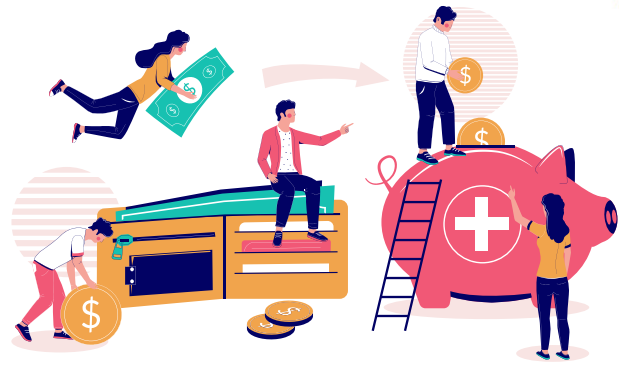
*Save  
the  
Date!*

**University Awards  
Program April 24, 2025  
Titan Gym**

# Faculty and Staff Resources

## THE CSUF FACULTY/STAFF EMERGENCY FUND

The Faculty and Staff Emergency Fund provides support to individuals impacted by unexpected challenges that may affect them while continuing to serve the campus community. Scan the QR code below to learn more about this fund and to submit your application.



Scan or click the code to learn more or apply to the Emergency Fund.

### How to Contribute:

Donations fund the Faculty and Staff Emergency Fund. Your generosity can provide crucial support to university faculty and staff members in times of need. By contributing to the Titan Emergency Fund, you can make a difference for colleagues facing unexpected challenges. Click below to make a charitable contribution and be a part of something impactful!

[Contribute to Titan Faculty/Staff Emergency Fund.](#)

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

CSUF has partnered with MyLifeMatters by Empathia to offer faculty, staff and their households' individual assistance, and support service designed to help them cope with personal challenges that may adversely affect their lives, behavior, and/or performance. Most services are at no cost.

**LifeMatters<sup>®</sup>**



The MyLifeMatters Care Center is staffed with professional prepared counselors 24/7, including weekends and holidays. Urgent calls are attended to immediately.



Scan or click the code to learn more about LifeMatters.

# HRDI 2024–2025 Goals and Strategies

## 1. RECRUITMENT AND DIVERSITY

Increase the number and diversity of faculty and staff through effective and equitable recruitment strategies, with concentrated attention to those from historically underrepresented communities.

Aligns with 3.1 of the campus strategic plan.

## 2. INCLUSION, BELONGING, AND ACCOUNTABILITY

Establish a campus climate that fosters faculty and staff inclusion and belonging, free of discrimination, harassment, retaliation, and other conducts of concern.

Aligns with 3.2 of the campus strategic plan.

## 3. RETENTION AND PROFESSIONAL GROWTH

Support faculty and staff growth through strengthened professional development.

Aligns with 3.3 of the campus strategic plan.

## 4. CAMPUS MAINTENANCE AND ACCESSIBILITY

Continue campus modernization to build a safe campus environment.

Aligns with 4.1 of the campus strategic plan.

## 5. FINANCIAL CAPACITY AND CULTURE OF PHILANTHROPY

Enhance financial capacity, budgetary accountability, and philanthropic investment.

Aligns with 4.2 of the campus strategic plan.

## 6. PROCESS MODERNIZATION

Modernize division processes to reduce complexity, encourage innovation, and foster collaboration.

Aligns with 5.1 and 5.3 of the campus strategic plan.

## 7. TECHNOLOGICAL INNOVATION

Update technical infrastructure and support to meet the evolving needs of employees.

Aligns with 5.3 of the campus strategic plan.

## 8. STUDENT RETENTION AND ENGAGEMENT

Support student engagement and holistic growth in an inclusive campus environment, cultivate a sense of belonging for all students of diverse backgrounds that include undergraduate, graduate, post-baccalaureate, credential, and non-degree students, and provide comprehensive resources to support their mental health, physical wellness, and financial and basic needs.





Stay up to date on the latest news.  
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 [@hr.fullerton.edu](#)